

ALTERNATE RANGE CRITERIA 400

Established 2/1/99

Range A. This range shall apply to incumbents who do not meet the criteria for payment in any other range.

Range B. This range shall apply to persons who have satisfactorily completed either: (1) the equivalent of six months of Finance Program Evaluator, Range A; or (2) one year of professional experience in accounting, auditing, management information systems, or related financial and/or performance consulting and be eligible to take the examination for Certified Public Accountant as specified in the California Business and Professions Code, Section 5081; or (3) a Master's Degree in Business Administration, Public Administration, Political Science, or related field.

Range C. This range shall apply to persons who have satisfactorily completed either: (1) the equivalent of 12 months of Finance Program Evaluator, Range B; or (2) satisfactorily completed two years of professional experience in accounting, auditing, management information systems, or related financial and/or performance consulting and be eligible to take the examination for Certified Public Accountant as specified in the California Business and Professions Code, Section 5081; or (3) a Master's Degree in Accountancy, Public Policy, Management Information Systems, or related field that is strong in quantitative analysis such as statistics and economics; or (4) a Master's Degree in Business Administration and be eligible to take the examination for Certified Public Accountant as specified in the California Business and Professions Code, Section 5081; (5) a Doctorate Degree in Business Administration, Accountancy, Public Administration, Public Policy, Political Science, Law, Sociology, Management Information Systems, or related field; or (6) a valid Certified Public Accountant license.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676, except for movement to Range C, the provisions of DPA Rule 599.674 shall apply.

ALTERNATE RANGE 401

Established 11/1/98

Revised 1/1/99; 3/1/02

Range A. This range shall apply to employees who do not meet the criteria for payment in Range J.

Range J. Effective November 1, 1998, this range shall apply to incumbents who are required to work a minimum of 168 hours in a recurring 28 consecutive day work period as established by the departments under the 7k provisions of the FLSA pursuant to the BU 6 MOU. This alternate range represents full compensation for all hours worked up to 168 hours in a 28 consecutive day work period.

Upon movement to Range J from Range A, employees shall receive a one-step (5 percent) increase and shall retain their Merit Salary Adjustment (MSA) anniversary date. Thereafter, every twelve (12) qualifying pay periods, employees shall receive MSAs in accordance with the BU 6 MOU until the maximum of the range is reached.

When employees are no longer eligible for payment under the provisions of Range J, they shall be placed in Range A with one-step (5 percent) decreased from their Range J salary rate and shall retain their MSA anniversary date.

Salary Range A shall be used to make salary comparisons for discretionary and mandatory actions. Salary Range J shall NOT be used to make salary comparisons between classes.

Upon movement in the same class to the same alternate range:

The employee shall move to the same alternate range and retain his/her salary rate and salary adjustment anniversary date. Example: Correctional Counselor II (Specialist), Range J, to Correctional Counselor II (Specialist), Range J.

Upon movement to another R06 class with exactly the same alternate range:

The employee shall move to the same alternate range and retain his/her salary rate and salary adjustment anniversary date. Example: Parole Agent II (Specialist), Range J to Correctional Counselor II (Specialist), Range J, to Correctional Counselor II (Specialist), Range J.

Upon movement to another class with a different salary range:

To determine the ("to") appointment salary rate, Range J employees will move from the appropriate rate in Range A by reducing the based-on salary rate by one step (5 percent). Apply the appropriate salary rule application to this reduced rate (other special pays and/or pay differentials, etc., may come into play).

The salary adjustment anniversary date is unaffected by this process.

Effective 3/1/02 upon promotion (+10% or more via list [A01] or permissive reinstatement [A02]) to an excluded class (M/S/C/E designation):

To determine the new ("to") appointment salary rate, use the current Range J or Range K salary rate and apply the appropriate salary rule application to this rate (other special pays and/or pay differentials, etc., may come into play).

ALTERNATE RANGE CRITERIA 402

Established 1/5/99

Experience gained outside of State service may be credited only if the appointing power determines that the experience was satisfactory and comparable in type and quality to that of Associate Deputy Inspector General.

Range A. This range shall apply to incumbents who do not meet the criteria for payment in Range B.

Range B. This range shall apply to incumbents who have satisfactorily completed the equivalent of 12 months of Associate Deputy Inspector General, Range A, experience. (A master's degree in a field in which the employee gains the skills and abilities described in the class specification for Associate Deputy Inspector General may be substituted for the required experience.)

When the requirements for a particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676.

ALTERNATE RANGE CRITERIA 403

Established 1/5/99

Experience gained outside of State service may be credited only if the appointing power determines that the experience was satisfactory and comparable in type and quality to that of Deputy Inspector General.

Range A. This range shall apply to incumbents who do not meet the criteria for payment in Range B or Range C.

Range B. This range shall apply to incumbents who have satisfactorily completed the equivalent of 12 months of Deputy Inspector General, Range A, experience.

Range C. This range shall apply to incumbents who have satisfactorily completed the equivalent of 12 months of Deputy Inspector General, Range B, experience.

When the requirements for a particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676.

ALTERNATE RANGE CRITERIA 404

Established 1/20/99

Range A. This range shall apply to incumbents who do not meet the criteria for payment in Range B.

Range B. This range shall apply to incumbents who have either:

1. Successfully completed one year performing education program duties of a class equivalent in level to an Assistant Field Representative, School Administration, Range A.
or
2. One year of administrative, supervisory, or equivalent staff level experience in a public school system or State educational agency performing a major business or administrative function.

When the requirements for a particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676.

ALTERNATE RANGE CRITERIA 405

Established 5/5/99

Revised 3/15/01

Range A. This range shall apply to incumbents who do not meet the criteria for payment in Range B.

Range B. This range shall apply to the legal secretaries who meet all of the criteria for Range A, have completed at least 12 months at Range A with satisfactory or above performances rating, and either:

1. Work in a department that has level IV attorneys. or
2. Perform legal secretarial work for the chief legal administrator with major administrative responsibility for a complex legal program and large professional staff.

When the requirements for a particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676.

ALTERNATE RANGE CRITERIA 406

Established 5/5/99

Range A. This range shall apply to persons who do not meet the criteria for payment in Range B.

Range B. This range shall apply to persons who have satisfactorily completed 12 months of service in Range A of Senior Auditor Evaluator, Bureau of State Audits, and whose annual performance assessment has been rated "strong" or "exceptional" in all three competency areas: Personal Attributes; Leadership Qualities; and Functional Expertise.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676.

ALTERNATE RANGE CRITERIA 408

Established 9/9/99

Range A. This range shall apply to persons who do not meet the criteria for Range B.

Range B. This range shall apply to persons who have demonstrated the possession of the intermediate level of competencies for the class as certified by the department.

When the requirements for a particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676

ALTERNATE RANGE CRITERIA 409

Established 10/5/99

Range A. This range shall apply to incumbents who do not meet the criteria for payment at Ranges B or C.

Range B. Possession of a bachelor's degree in any field from an accredited college or university. or

Satisfactory completion of one year of experience in the class of Counselor, School for the Blind, Range A, or Counselor, School for the Deaf, Range A, and successful completion of 15 semester units of collegiate level, job-related courses from an accredited college or university. (Courses meeting this requirement shall correspond with those on a list of approved courses designated by the California Department of Education, and units received for courses required to meet the minimum qualifications for the classes of Counselor, School for the Blind, Range A, or Counselor, School for the Deaf, Range A, shall not be accepted toward meeting this requirement.)

Range C. Possession of a bachelor's degree in any field from an accredited college or university, and satisfactory completion of one year of experience as a Counselor, School for the Blind, Range A or B, or Counselor, School for the Deaf, Range A or B. or

Satisfactory completion of one year of experience in the class of Counselor, School for the Blind, Range B, or Counselor, School for the Deaf, Range B, and successful completion of 15 semester units of collegiate level, job-related courses from an accredited college or university. (Courses meeting this requirement shall correspond with those on a list of approved courses designated by the California Department of Education. Units received for courses required to meet the minimum qualifications for the classes of Counselor, School for the Blind, Range B, or Counselor, School for the Deaf, Range B, shall not be accepted toward meeting this requirement.)

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676, except for movement to Range C, the provisions of DPA Rule 599.674 shall apply.

ALTERNATE RANGE CRITERIA 411

Established 9/9/99

Range A. This range shall apply to incumbents who do not meet the criteria for payment in Range B.

Range B. This range shall apply to persons who have either: (1) satisfactorily completed 12 months of experience as a Pension Program Representative, Range A, and whose readiness to move to Range B has been certified by management; or (2) 18 months of experience which must include client/customer service contact involving the interpretation or explanation of policies, regulations, or procedures for a public agency or private institution, such as a bank, insurance company, credit bureau, or title company.

When the requirements for a particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676.

ALTERNATE RANGE CRITERIA 412

Established 9/9/99

Range A. This range shall apply to persons who do not meet the criteria for Range B or Range C.

Range B. This range shall apply to persons who have satisfactorily completed six months of experience as a Pension Program Analyst, Range A, and whose readiness to move to Range B has been certified by management, and to persons who have six months of satisfactory experience outside of State service performing public pension fund program duties similar to those of a Pension Program Analyst, Range A.

Range C. This range shall apply to persons who have satisfactorily completed 12 months of experience as a Pension Program Analyst, Range B, or 18 months of Pension Program Analyst, Range A, and whose readiness to move to Range C has been certified by management, and to persons who have 18 months of satisfactory experience outside of State service performing public pension fund duties similar to those of a Pension Program Analyst, Range B.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.674, except for movement to Range C, the provisions of DPA Rule 599.676 shall apply.

ALTERNATE RANGE CRITERIA 413

Established 12/2/99

Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactory and comparable in type and quality to that of a Fish and Wildlife Technician.

Range A. This range will apply to those individuals who do not meet the criteria for Range B.

Range B. This range:

1. Shall apply to persons who have satisfactorily completed the equivalent of two years of Fish and Wildlife Technician, Range A, experience.
2. May apply to persons who have the equivalent of two years of satisfactory experience outside of State service performing duties comparable to those of a Fish and Wildlife Technician, Range A, or two years of experience in fish hatchery work.

(Sixty semester units of college with courses in biological sciences, fisheries management, or a related field may be substituted for one year of experience.)

Typical examples of the settings of experience used in meeting the criteria are: State service; the Federal Government; other State and local government entities; special districts such as parks, forestry, or fish and wildlife performing construction and maintenance work on habitat development projects; and private industry entities which provide work experience comparable to that of a Fish and Wildlife Technician. Experience in different settings may be combined toward meeting the criteria.

When the requirements for a particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676.

ALTERNATE RANGE CRITERIA 416

Established 11/2/99

Range A. This range shall apply to incumbents who do not meet the criteria for Ranges B or C.

Range B. This range applies to persons who have satisfactorily completed either:

1. Two years of experience in the California state service performing the duties of a Wildlife Forensic Specialist, Range A. or
2. Four years of professional experience beyond the trainee level in a biological sciences laboratory setting performing the duties of a molecular biologist, biochemical geneticist, or a closely related position. This experience must have included at least two years as a forensic specialist having independent responsibility for issuing written reports concerning analytical findings and conclusions and testifying in court as an accepted expert witness on such findings and conclusions. (A Ph.D. in Molecular Biology, Biochemical Genetics, or a closely related field may be substituted for two years of the required general experience.) Experience in the California state service applied toward this requirement must include at least two years performing the duties comparable to a Wildlife Forensic Specialist, Range B, and graduation from college with a bachelor's degree in one of the biological sciences, including the equivalent of eight semester

hours of general chemistry, four semester hours of biochemistry, four semester hours of genetics, and three semester hours of quantitative analysis.

Range C. This range applies to persons who have satisfactorily completed either:

1. One year of experience in the California state service performing the duties of a Wildlife Forensic Specialist, Range B. or
2. Five years of professional experience beyond the trainee level in a biological sciences laboratory setting performing the duties of a molecular biologist, biochemical geneticist, or a closely related position. This experience must have included at least two years as a forensic specialist having independent responsibility for issuing written reports concerning analytical findings and conclusions and testifying in court as an accepted expert witness on such findings and conclusions. (A Ph.D. in Molecular Biology, Biochemical Genetics, or a closely related field may be substituted for two years of the required general experience.) Experience in the California state service applied toward this requirement must include at least one year performing the duties comparable to a Wildlife Forensic Specialist, Range B, and graduation from college with a bachelor's degree in one of the biological sciences, including the equivalent of eight semester hours of general chemistry, four semester hours of biochemistry, four semester hours of genetics, and three semester hours of quantitative analysis.

When the requirements for a particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676.

ALTERNATE RANGE CRITERIA 417 – PENDING

ALTERNATE RANGE CRITERIA 418

Established 1/1/00

Revised 12/15/00

Range A. This range shall apply to persons who do not meet the criteria for Range B or Range C or Range D.

Range B. This range shall apply to persons who have either:

1. In State service, satisfactorily completed one year of experience performing duties equivalent to a Transportation Surveyor (Caltrans), Range A. or
2. Two years of professional surveying experience outside State service. and

Graduation from a four-year curriculum in Surveying, Surveying Engineering, or Surveying Geomatics accredited by the Accreditation Board for Engineering Technology. (Possession of a valid certificate as a Land Surveyor in Training issued or accepted by the California Board of Registration for Professional Engineers and Land Surveyors or possession of a valid certificate as an Engineer in Training accepted by the California Board of Registration for Professional Engineers and Land Surveyors in lieu of a certificate as a Land Surveyor in Training may be substituted for the required education.)

Range C. This range shall apply to persons who have either:

1. In State service, completed two years of experience performing duties equivalent to a Transportation Surveyor (Caltrans), Range B. or
2. In State service, completed one year of experience performing duties equivalent to a Transportation Surveyor (Caltrans), Range B. and

Successful completion of the Transportation Surveyor Academy. or
3. Three years of professional surveying experience outside State service. and

Graduation from a four-year curriculum in Surveying, Surveying Engineering, or Surveying Geomatics accredited by the Accreditation Board for Engineering Technology. (Possession of a valid certificate as a Land Surveyor in Training issued or accepted by the California Board of Registration for Professional Engineers and Land Surveyors or possession of a valid certificate as an Engineer in Training accepted by the California Board of Registration for Professional Engineers and Land Surveyors in lieu of a certificate as a Land Surveyor in Training may be substituted for the required education.)

Range D. This range shall apply to persons who:

Possess a valid California Land Surveyors License issued by the California Board of Registration of Professional Engineers and Land Surveyors. (A certificate of registration as a Civil Engineer issued by the California Board of Registration for Professional Engineers and Land Surveyors prior to January 1, 1982 satisfies this requirement.)

NOTE: "Professional surveying experience" for the purpose of Alternate Range Criteria 418 is defined as: (1) actual work experience in land surveying gained after graduation from a four-year college or university with a degree in the surveying curriculum; or (2) actual work experience gained after possession of a valid certificate as a Land Surveyor-in-Training issued by the California Board for Professional Engineers and Land Surveyors or issued by another jurisdiction and accepted by the California Board for Professional Engineers and Land Surveyors or actual work experience gained after possession of a valid certificate as an Engineering-in-Training issued by the California Board for Professional Engineers and Land Surveyors or issued by another jurisdiction and accepted by the California Board of Professional Engineers and Land Surveyors; or (3) actual work experience gained anytime performing the duties of a survey party chief, chief of parties, or lead person of a field survey crew or survey office team.

When the requirements for the criteria for a range are met and the appointing power so recommends, the employee shall move to the appropriate rate in the higher range under the provisions of DPA Rule 599.676.

ALTERNATE RANGE CRITERIA 419

Established 1/1/00

Range A. This range shall apply to incumbents who do not meet the criteria for payment in Range B or C.

Range B. This range shall apply to persons who have satisfactorily completed the equivalent of one year in the California state service performing the duties of an Energy and Mineral Resources Engineer, Range A. or

Education: Equivalent to graduation from college with major work in geology, petroleum engineering, or a closely related field of engineering. (Qualifying experience may be substituted for the required education on a year-for-year basis. This experience must have included responsibility for inspection of oil, gas, and geothermal well drilling, production, maintenance, and abandonment operations, and related activities or must have included work in a minerals extraction program. In the California state service, one year at the Oil and Gas Technician III level meets this qualification.) and

Experience: Two years of engineering experience in oil field work in drilling, production, maintenance, and abandonment operations, the technical inspection of such operations, or in the production of other mineral resources. A Graduate Degree in Geology, Petroleum Engineering, or a closely related field of engineering may be substituted for the required experience.

Range C. This range shall apply to persons who have satisfactorily completed the equivalent of two years in the California state service performing the duties of an Energy and Mineral Resources Engineer, Range B. or

Education: Equivalent to graduation from college with major work in geology, petroleum engineering, or a closely related field of engineering. (Qualifying experience may be substituted for the required education on a year-for-year basis. This experience must have included responsibility for inspection of oil, gas, and geothermal well drilling, production, maintenance, and abandonment operations, and related activities or must have included work in a minerals extraction program. In the California state service, one year at the Oil and Gas Technician III level meets this qualification.) and

Experience: Four years of engineering experience in oil field work in drilling, production, maintenance, and abandonment operations, the technical inspection of such operations, or in the production of other mineral resources. A Graduate Degree in Geology, Petroleum Engineering, or a closely related field of engineering may be substituted for two years of the required four years of experience.

When the requirements for the criteria for a range are met and the appointing power so recommends, the employee shall move to the appropriate rate in the higher range under the provisions of Department of Personnel Administration Rule 599.676, except upon movement to Range C, the provisions of Department of Personnel Administration Rule 599.674(b) shall apply.

ALTERNATE RANGE CRITERIA 420

Established 1/1/00

This criteria will be used to allocate incumbents to Alternate Range A, Range B, or Range C.

Range A. This range shall apply to individuals who do not meet the criteria for payment in Range B or Range C.

Range B. This range shall apply to individuals who have satisfactorily completed the equivalent of twelve months at Range A, or who can show evidence of satisfactory completion of one year experience as a peace officer performing investigative work beyond the experience required to meet the minimum qualifications of the class and possession of a Peace Officer Standards and Training Basic Certificate.

(Experience in California state service applied toward this requirement must include at least 12 months performing the duties of a class with level of responsibility not less than that of Investigator, Department of Motor Vehicles, Range, A, including peace officer status, as recognized by the Commission on Peace Officer Standards and Training).

Range C. This range shall apply to individuals who have satisfactorily completed the equivalent of twelve months in the class of Investigator, Department of Motor Vehicles, Range B; or who have evidence of satisfactory completion of four years of peace officer experience, with at least three years of experience performing investigative work, and possession of the Peace Officer Standards and Training Basic Certificate. (Experience in California state service applied toward this requirement must include at least 12 months performing the duties of a class with a level of responsibility not less than that of Investigator, Department of Motor Vehicles, Range B.)

When the requirements for the criteria for a range are met and the appointing power so recommends, the employee shall move to the appropriate rate in the higher range under the provisions of Department of Personnel Administration Rule 599.676, except that upon movement to Range C, the provisions of Department of Personnel Administration Rule 599.674(b) shall apply.

ALTERNATE RANGE CRITERIA 421

Established 3/2/00

This criteria will be used to allocate incumbents to Alternate Range A, Range B, or Range C.

Range A. This range shall apply to individuals who do not meet the criteria for payment in Range B or Range C.

Range B. This range shall apply to individuals who have satisfactorily completed the equivalent of 12 months of Fraud Investigator, Department of Health Services, Range A, or who have evidence of satisfactory completion of one year of experience as a peace officer in an investigative assignment performing criminal investigations beyond the experience required to meet the minimum qualifications of the class and possession or immediate eligibility for the Peace Officer Standards and Training Basic Certificate. Experience in the California state service applied toward this requirement must include at least 12 months performing the duties of a class with the level of responsibility not less than that of a Fraud Investigator, Department of Health Services, Range A.

Range C. This range shall apply to individuals who have satisfactorily completed the equivalent of 12 months of Fraud Investigator, Department of Health Services, Range B, or who have evidence of satisfactory completion of four years of experience as a peace officer in an investigative assignment performing criminal investigations, with at least three years to include experience performing criminal fraud investigations, and possession of or immediate eligibility for the Peace Officer Standards and Training Basic Certificate. Experience as a peace officer must fall within the definitions in Sections 830.1, 830.2, or 830.3 of the California Penal Code. Experience in the California state service applied toward this requirement must include at least 12 months performing the duties of a class with the level of responsibility not less than that of a Fraud Investigator, Department of Health Services, Range B.

When the requirements for the criteria for a range are met and the appointing power so recommends, the employee shall move to the appropriate rate in the higher range under the provisions of Department of Personnel Administration Rule 599.676, except that movement to Range C, the provisions of Rule 599.674(b) shall apply.

ALTERNATE RANGE CRITERIA 422

Established 4/18/00

Range A. This range shall apply to persons who do not meet the criteria for Range B or Range C.

Range B. This range shall apply to persons who have satisfactorily completed six months of experience as a Customer Service Specialist, Franchise Tax Board, Range A, and who readiness to move to Range B has been certified by management; or to persons who have six months of satisfactory experience outside of State service performing client-customer service contact duties similar to those of a Customer Service Specialist, Franchise Tax Board, Range A.

Range C. This range shall apply to persons who have satisfactorily completed 12 months of experience as a Customer Service Specialist, Franchise Tax Board, Range B, and whose readiness to move to Range C has been certified by management; or to persons who have 12 months of satisfactory experience outside of State service performing client-customer service contact duties similar to those of a Customer Service Specialist, Franchise Tax Board, Range B.

When the requirements of the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of Department of Personnel Administration Rule 599.674(b), except upon movement to Range C, the provisions of Department of Personnel Administration Rule 599.676 will apply.

ALTERNATE RANGE CRITERIA 423

Established 2/1/00

These criteria will be used to allocate incumbents to Alternate Range A, B, C, or D of the Waste Management Engineer class.

Under pattern (2) of Range B and C, possession of a master's degree in environmental, chemical, sanitary, civil, mechanical, or a related engineering field from a recognized college or university may be substituted for one year of experience; possession of a doctorate degree in the same fields from a recognized college or university may be substituted for two years of experience.

Range A. This range shall apply to incumbents who do not meet the criteria for Range B, C, or D.

Range B. This range shall apply to incumbents who have satisfactorily completed:

- (1) One year in the California state service performing the duties of a Waste Management Engineer, Range A. or
- (2) Two years of experience performing engineering work comparable in level, duties, and responsibilities to a Waste Management Engineer, Range A.

Range C. This range shall apply to incumbents who have satisfactorily completed:

- (1) Two years in the California state service performing the duties of a Waste Management Engineer, Range B. or
- (2) Three years of increasing responsible experience performing engineering work comparable in level, duties, and responsibilities to a Waste Management Engineer, Range B.

Range D. This range shall apply to incumbents who possess a valid certificate of registration as a professional engineer issued by the California State Board of Registration for Professional Engineers.

When the requirements for movement to Range B, C, or D are satisfied, and upon recommendation of the appointing power, the employee shall receive the rate in Range B, C, or D under provisions of Department of Personnel Administration Rule 599.676.

ALTERNATE RANGE CRITERIA 424

Established 6/1/00

Under Pattern (3) of Range B and Pattern (2) of Range C, possession of a Master's Degree in Engineering with a specialization in environmental engineering, water resources, sanitary, or related engineering option from a recognized college or university may be substituted for one year of experience; possession of a doctorate degree in the same fields from a recognized college or university may be substituted for two years of experience. (Candidates who are

pursuing graduate work toward a master's degree must receive the degree before they will be considered eligible for appointment to the range.)

Range A. This range shall apply to incumbents who do not meet the criteria for payment in Range B, C, or D.

Range B. This range shall apply to incumbents who have either:

1. Demonstrated at least satisfactory performance as a Water Resource Control Engineer, Range A, in the California state service for one year. or
2. Who possess a Master's Degree in Engineering with a specialization in environmental engineering, water resources, sanitary, or related engineering option. (Candidates who are pursuing graduate work toward a master's degree must receive the degree before they will be considered eligible for appointment to this range.) or
3. Two years of professional experience in water quality engineering or environmental engineering comparable in level, duties, and responsibilities to a Water Resource Control Engineer, Range A.

Range C. This range shall apply to incumbents who have:

1. Demonstrated at least satisfactory performance as a Water Resource Control Engineer, Range B, in the California state service for two years. or
2. Three years of professional experience in water quality engineering or environmental engineering comparable in level, duties, and responsibilities to a Water Resource Control Engineer, Range B.

Range D. This range shall apply to incumbents who:

Possess a valid certificate of registration as a civil or professional engineer issued by the California State Board of Registration for Professional Engineers.

When the requirements for movement to Range B or C are met and upon recommendation of the appointing power, the employee shall receive a rate in the new range under the provisions of Department of Personnel Administration Rule 599.676. Upon movement from Range C to D, the provisions of Department of Personnel Administration Rule 599.674(b) shall apply.

ALTERNATE RANGE CRITERIA 425

Established 7/1/00

Range A. This range shall apply to individuals who do not meet the criteria for payment in Range B or Range C.

Range B. This range shall apply to individuals who have satisfactorily completed the equivalent of 12 months at Range A, or who can show evidence of satisfactory completion of one-year experience as a peace officer performing criminal investigations beyond the experience required to meet the minimum qualifications of the class and possession of a Peace Officer Standards

and Training Basic Certificate. (Experience in the California state service applied toward this requirement must include at least 12 months performing the duties of a class with a level of responsibility not less than that of a Criminal Investigator, Employment Development Department, Range A, including peace officer status, as recognized by the Commission on Peace Officer Standards and Training.)

Range C. This range shall apply to individuals who have satisfactorily completed the equivalent of 12 months in the class of Criminal Investigator, Employment Development Department, Range B; or who have evidence of satisfactory completion of three years of experience, with at least two years of experience performing criminal investigations as a peace officer and possession of the Peace Officer Standards and Training Basic Certificate. (Experience in the California state service applied toward this requirement must include at least 12 months performing the duties of a class with a level of responsibility not less than that of a Criminal Investigator, Employment Development Department, Range B.)

When the requirements for the criteria for a range are met and the appointing power so recommends, the employee shall move to the appropriate rate in the higher range under the provisions of Department of Personnel Administration Rule 599.676, except that movement to Range C the provisions of Department of Personnel Administration Rule 599.674(b) shall apply.

ALTERNATE CRITERIA RANGE 426

Established 8/31/00

Range A. This range shall apply to individuals who do not meet the criteria for payment in Range B or Range C.

Range B. This range shall apply to individuals who have satisfactorily completed the equivalent of 12 months in the class of Criminal Investigator, Department of Toxic Substances Control, Range A; or who have evidence of satisfactory completion of one year of experience as a peace officer in an investigative assignment performing criminal investigations beyond the experience required to meet the minimum qualifications of the class and possession or immediate eligibility for the Peace Officer Standards and Training Basic or Specialized Basic Certificate. (Experience in the California state service applied toward this requirement must include at least 12 months performing the duties of a class equivalent to that of Criminal Investigator, Department of Toxic Substances Control, Range A.)

Range C. This range shall apply to individuals who have satisfactorily completed the equivalent of 12 months in the class of Criminal Investigator, Department of Toxic Substances Control, Range B; or who have evidence of satisfactory completion of four years of experience as a peace officer in an investigative assignment performing criminal investigations and possession of or immediate eligibility for a Peace Officer Standards and Training Basic or Specialized Basic Certificate. (Experience as a peace officer must fall within the definitions in Sections 830.1, 830.2, or 830.3 of the California Penal Code.

Experience in the California state service applied toward this requirement must include at least 12 months performing the duties of a class equivalent to that of Criminal Investigator, Department of Toxic Substances Control, Range B.)

When the requirements for a particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676, except that upon movement to Range C, the provisions of DPA Rule 599.674(b) will apply.

ALTERNATE CRITERIA RANGE 427

Established 11/1/00

Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactory and comparable in type and quality to that of Deputy Legislative Counsel.

When requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of Department of Personnel Administration Rule 599.676.

Range A. This range shall apply to incumbents who are active members of the State Bar of California and who do not meet the criteria for payment in Range B, C, or D.

Range B. This range shall apply to individuals who are active members of the State Bar of California and who, in addition, have satisfactorily completed one year of legal experience in the practice of law in a governmental jurisdiction or in the private practice of law. Evidence of such experience may be in the form of a work record of legal experience inside or outside State service.

Range C. This range shall apply to individuals who are active members of the State Bar of California and who, in addition, have satisfactorily completed two years of legal experience in the practice of law in a governmental jurisdiction or private practice of law. Evidence of such experience may be in the form of a work record of legal experience inside or outside State service.

Range D. This range shall apply to individuals who are active members of the State Bar of California and who, in addition, have satisfactorily completed four years of legal experience in the practice of law in a governmental jurisdiction or private practice of law. Evidence of such experience may be in the form of a work record of legal experience inside or outside State service.

ALTERNATE RANGE CRITERIA 428

Established 5/2/00

When an employee first enters the class, he/she shall be eligible for appointment to the appropriate range in terms of the following criteria. Professional engineering experience for the purpose of this Alternate Range Criteria is defined as actual work experience gained after graduation from a four-year college or university with a degree in an engineering curriculum.

Range A. This range shall apply to persons who do not meet the criteria for Range B, Range C, or Range D.

Range B. This range shall apply to persons who have either:

1. One year of experience in the California state service performing duties equivalent to a Mechanical Engineer, Range A. or
2. Two years of professional engineering experience outside State service performing mechanical engineering work designing, planning, and writing specifications for mechanical systems in dams, electrical power and pumping plants, substations, radio stations, highways, tunnels, bridges, and institutional and office buildings; preparing designs, detailed drawings, and specifications for mechanical systems such as heating, ventilating, air-conditioning, refrigeration, plumbing, water supply and water purification systems, sanitary and drainage systems, or steam generating plants; checking working drawings; preparing material lists and purchasing requisitions; making detailed field inspections of material and equipment, and construction operations; making or supervising the installation, repair, or recommending improvements of mechanical equipment or systems; leading the work and reviewing the reports of lower-level engineers; and preparing correspondence and reports. and

A bachelor's degree in an engineering curriculum accredited by the Accreditation Board for Engineering and Technology. or

A master's or doctorate degree in an engineering curriculum from a college or university that has an engineering baccalaureate degree program accredited by the Accreditation Board for Engineering and Technology.

Range C. This range shall apply to persons who have either:

1. Two years of experience in the California state service performing duties equivalent to a Mechanical Engineer, Range B. or
2. Three years of professional engineering experience outside State service performing mechanical engineering work designing, planning, and writing specifications for mechanical systems in dams, electrical power and pumping plants, substations, radio stations, highways, tunnels, bridges, and institutional and office buildings; preparing designs, detailed drawings, and specifications for mechanical systems such as heating, ventilating, air-conditioning, refrigeration, plumbing, water supply and water purification systems, sanitary and drainage systems, or steam generating plants; checking working drawings; preparing material lists and purchasing requisitions; making detailed field inspections of material and equipment, and construction operations; making or supervising the installation, repair, or recommending improvements of mechanical equipment or systems; leading the work and reviewing the reports of lower-level engineers; and preparing correspondence and reports. and

A bachelor's degree in an engineering curriculum accredited by the Accreditation Board for Engineering and Technology. (Possession of a Doctor's Degree in Engineering may be substituted for two years of experience; possession of a Master's Degree in Engineering may be substituted for one year of experience.)

Range D. This range shall apply to persons who have:

Possession of a valid certificate of registration as an engineer issued by the California State Board of Registration for Professional Engineers.

When the requirements for movement to Range B or C are met and upon recommendation of the appointing power, the employee shall receive the rate in Range B or C under the provisions of Department of Personnel Administration Rule 599.676, except that upon movement from Range C to Range D, the provisions of Department of Personnel Administration Rule 599.674(b) shall apply.

ALTERNATE RANGE CRITERIA 429

Established 2/7/01

Range A. This range shall apply to incumbents who do not meet the criteria for payment in any other range.

Range B. This range shall apply to persons who have satisfactorily completed either: (1) the equivalent of six months of Program Evaluator, CalPERS experience; or (2) one year of professional experience outside of State service performing accounting, auditing, management information system, or related financial and/or performance consulting duties similar to those of Program Evaluator, CalPERS; or (3) a Master's Degree in accounting, business administration, public administration, economics, mathematics, management information systems, computer sciences, computer programming, or a related field.

Range C. This range shall apply to persons who have satisfactorily completed either: (1) the equivalent of 12 months of Program Evaluator, CalPERS (Range B) experience; or (2) 18 months of Program Evaluator CalPERS experience; or (3) the equivalent of two years of professional experience outside of State service performing accounting, auditing, management information system, or related financial and/or performance consulting duties similar to those of Program Evaluator, CalPERS.

When the requirements for the particular criterion are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of Section 599.674, except that upon movement to Range C, the provisions of Section 599.676 will apply.

ALTERNATE RANGE CRITERIA 430

Established 10/01/01

Range A. This range shall apply to incumbents who do not meet the Range B or Range C criteria.

Range B. One year of satisfactory experience in the California state service performing duties comparable to an Environmental Scientist, Range A; or two years of professional scientific experience in environmental analysis research, management, planning, regulations, or investigations outside of the California state service. Possession of a master's degree in a biological, chemical, physical, or environmental science, or a closely related scientific discipline will substitute for the required experience.

Range C. Two years of satisfactory experience in the California state service performing duties comparable to an Environmental Scientist, Range B; or three years of professional scientific

experience in environmental analysis, research, management, planning, regulation, or investigation outside of the California state service. Possession of a master's degree in a natural, physical, or environmental science, or a closely related scientific discipline may be substituted for one year of experience. Possession of a doctorate degree in a biological, chemical, physical, or environmental science, or a closely related scientific discipline may be substituted for two years of the experience.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of Department of Personnel Administration Rule 599.676.

ALTERNATE RANGE CRITERIA 431

Established 3/1/01

Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactory and comparable in type and quality to that of a Senior Vocational Rehabilitation Counselor.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676, except for movement from Range C to D, and for movement from Range D to E, the provisions of DPA Rule 599.674(a) shall apply.

SENIOR VOCATIONAL REHABILITATION COUNSELOR, RANGE A

PATTERN 1

Education: A Bachelor's Degree from an accredited college or university with at least 12 semester units in Rehabilitation, Social, or Behavioral Sciences. Registration as a senior in an accredited college or university will admit applicants to the examination; however, applicant must produce evidence of graduation prior to consideration for appointment.

and

Experience: Must have one year of paid, volunteer, or life experience working with individuals with disabilities.

SENIOR VOCATIONAL REHABILITATION COUNSELOR, RANGE B

PATTERN 1

Education: A Bachelor's Degree from an accredited college or university and completion of 24 graduate semester units in medical, psychological, vocational, counseling, or assistive technology.

PATTERN 2

Education: A Bachelor's Degree from an accredited college or university and completion of 12 graduate semester units in medical, psychological, vocational, counseling, or assistive technology.

and

Experience: One year of counseling experience with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

PATTERN 3

Education: A Bachelor's Degree from an accredited college or university with at least 12 semester units in Rehabilitation, Social, or Behavioral Sciences.

and

Experience: One year of satisfactory counseling experience with the California Department of Rehabilitation or Department of Mental Health with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

and

Competency: Satisfactory completion of:

- (a) All four of the following Department of Rehabilitation courses and competency evaluations:

Introduction to Rehabilitation Counseling
Case Assessment and Documentation
Plan Development
Diversity

and

- (b) Satisfactory completion of any two of the following Department of Rehabilitation courses and competency evaluations or equivalent coursework, which are approved in advance:

Informed Choice
Interviewing Skills
Job Placement/Career Development
Medical Aspects (minimum of eight hours)
Social Security Work Incentives
Rehabilitation Technology
Implementation/Mapping of Rehabilitation Technology
Caseload Management/Client Services Management

SENIOR VOCATIONAL REHABILITATION COUNSELOR, RANGE C

PATTERN 1

Education: A Master's Degree in Rehabilitation.

PATTERN 2

Education: A Master's Degree in Social or Behavioral Sciences.

and

Experience: One year of counseling experience with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

PATTERN 3

Education: A Bachelor's Degree from an accredited college or university and completion of 24 graduate semester units in medical, psychological, vocational, counseling, or assistive technology.

and

Experience: Two years of counseling experience with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

PATTERN 4

Education: A Bachelor's Degree from an accredited college or university and completion of 12 graduate semester units in medical, psychological, vocational counseling, or assistive technology.

and

Experience: One year of satisfactory counseling experience with the California Department of Rehabilitation or the Department of Mental Health with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

and

Competency: Satisfactory completion of all six of the following Department of Rehabilitation courses and competency evaluations or equivalent coursework, which are approved in advance:

- Introduction to Rehabilitation Counseling
- Case Assessment and Documentation
- Plan Development
- Diversity
- Rehabilitation Technology
- Social Security Work Incentives

PATTERN 5

Education: A Bachelor's Degree from an accredited college or university with at least 12 semester units in Rehabilitation, Social, or Behavioral Sciences.

and

Experience: Two years of satisfactory counseling experience with the California Department of Rehabilitation or the Department of Mental Health with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

and

Competency: Satisfactory completion of all six of the following Department of Rehabilitation courses and competency evaluations or equivalent coursework, which are approved in advance:

- Introduction to Rehabilitation Counseling
- Case Assessment and Documentation
- Plan Development
- Diversity
- Rehabilitation Technology
- Social Security Work Incentives

SENIOR VOCATIONAL REHABILITATION COUNSELOR, RANGE D

PATTERN 1

Education: A Master's Degree in Rehabilitation.

and

Competency: Certified Rehabilitation Counselor (CRC) credential.

PATTERN 2

Education: A Master's Degree in Social or Behavioral Sciences.

and

Experience: One year of counseling experience with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

and

Competency: Certified Rehabilitation Counselor (CRC) credential.

PATTERN 3

Education: A Master's Degree in Rehabilitation, Social, or Behavioral Sciences.

and

Experience: One year of satisfactory counseling experience with the California Department of Rehabilitation or the Department of Mental Health with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

and

Competency: Satisfactory completion of:

- (a) All six of the following Department of Rehabilitation courses and competency evaluations:

Introduction to Rehabilitation Counseling
Case Assessment and Documentation
Plan Development
Diversity
Rehabilitation Technology
Social Security Work Incentives

and

- (b) Satisfactory completion of any two of the following Department of Rehabilitation courses and competency evaluations or equivalent coursework, which are approved in advance:

Informed Choice
Caseload Management/Client Services Management
Implementation/Mapping of Rehabilitation Technology
Interviewing Skills
Job Placement/Career Development
Medical Aspects (minimum of eight hours)

PATTERN 4

Education: A Bachelor's Degree from an accredited college or university and completion of 24 graduate semester units in medical, psychological, vocational, counseling, or assistive technology.

and

Experience: Two years of satisfactory counseling experience with the California Department of Rehabilitation or the Department of Mental Health with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

and

Competency: Satisfactory completion of:

- (a) All six of the following Department of Rehabilitation courses and competency evaluations:

Introduction to Rehabilitation Counseling
Case Assessment and Documentation
Plan Development
Diversity
Rehabilitation Technology
Social Security Work Incentives

and

- (b) Satisfactory completion of any two of the following Department of Rehabilitation courses and competency evaluations or equivalent coursework, which are approved in advance:

Informed Choice
Caseload Management/Client Services Management
Implementation/Mapping of Rehabilitation Technology
Interviewing Skills
Job Placement/Career Development
Medical Aspects (minimum of eight hours)

PATTERN 5*

- * Candidates are eligible for appointment to this range only if they were appointed to the Vocational Rehabilitation Trainee or Vocational Rehabilitation Counselor classification prior to date of adoption of the revised Senior Vocational Rehabilitation Counselor classification. Pattern 5 expires effective three years after the revised Senior Vocational Rehabilitation Counselor classification is adopted.

Education: A Bachelor's Degree from an accredited college or university with at least 12 semester units in Rehabilitation, Social, or Behavioral Sciences.

and

Experience: Four years of satisfactory counseling experience with the California Department of Rehabilitation or the Department of Mental Health with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

and

Competency: Satisfactory completion of:

- (a) All six of the following Department of Rehabilitation courses and competency evaluations:

Introduction to Rehabilitation Counseling
Case Assessment and Documentation
Plan Development
Diversity
Rehabilitation Technology
Social Security Work Incentives

and

- (b) Satisfactory completion of any two of the following Department of Rehabilitation courses and competency evaluations or equivalent coursework, which are approved in advance:

Informed Choice
Caseload Management/Client Services Management
Implementation/Mapping of Rehabilitation Technology
Interviewing Skills
Job Placement/Career Development
Medical Aspects (minimum of eight hours)

SENIOR VOCATIONAL REHABILITATION COUNSELOR, RANGE E

Education: A Master's Degree in Rehabilitation.

and

Experience: Two years of satisfactory counseling experience with the California Department of Rehabilitation or the Department of Mental Health with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

and

Competency: Satisfactory completion of:

- (a) All six of the following Department of Rehabilitation courses and competency evaluations:

Introduction to Rehabilitation Counseling
Case Assessment and Documentation
Plan Development
Diversity
Rehabilitation Technology
Social Security Work Incentive

and

- (b) Satisfactory completion of any four of the following Department of Rehabilitation courses and competency evaluations or equivalent coursework, which are approved in advance:

Informed Choice
Caseload Management/Client Services Management
Implementation/Mapping of Rehabilitation Technology
Interviewing Skills
Job Placement/Career Development
Medical Aspects (minimum of eight hours)

PATTERN 2

Education: A Master's Degree in Rehabilitation, Social, or Behavioral Sciences.

and

Experience: Three years of satisfactory counseling experience with the California Department of Rehabilitation or the Department of Mental Health with the primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

and

Competency: Certified Rehabilitation Counselor (CRC) credential.

PATTERN 3

Education: A Master's Degree in Social or Behavioral Sciences.

and

Experience: Three years of satisfactory counseling experience with the California Department of Rehabilitation or the Department of Mental Health with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

and

Competency: Satisfactory completion of:

- (a) All six of the following Department of Rehabilitation courses and competency evaluations:

Introduction to Rehabilitation Counseling
Case Assessment and Documentation
Plan Development
Diversity
Rehabilitation Technology
Social Security Work Incentives

and

- (b) Satisfactory completion of any four of the following Department of Rehabilitation courses and competency evaluations or equivalent coursework, which are approved in advance:

Informed Choice
Caseload Management/Client Services Management
Implementation/Mapping of Rehabilitation Technology
Interviewing Skills
Job Placement/Career Development
Medical Aspects (minimum of eight hours)

PATTERN 4*

* Candidates are eligible for appointment to this range only if they were appointed to the Vocational Rehabilitation Trainee or Vocational Rehabilitation Counselor classification prior to date of adoption of the revised Senior Vocational Rehabilitation Counselor classification. Pattern 4 expires effective three years after the revised Senior Vocational Rehabilitation Counselor classification is adopted.

Education: A Bachelor's Degree from an accredited college or university and completion of 24 graduate semester units in medical, psychological, vocational, counseling, or assistive technology.

and

Experience: Six years of satisfactory counseling experience with the California Department of Rehabilitation or the Department of Mental Health with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

and

Competency: Satisfactory completion of:

- (a) All six of the following Department of Rehabilitation courses and competency evaluations:

Introduction to Rehabilitation Counseling
Case Assessment and Documentation
Plan Development
Diversity
Rehabilitation Technology
Social Security Work Incentives

and

(b) Satisfactory completion of any four of the following Department of Rehabilitation courses and competency evaluations or equivalent coursework, which are approved in advance:

Informed Choice
Caseload Management/Client Services Management
Implementation/Mapping of Rehabilitation Technology
Interviewing Skills
Job Placement/Career Development
Medical Aspects (minimum of eight hours)

PATTERN 5*

* Candidates are eligible for appointment to this range only if they were appointed to the Vocational Rehabilitation Trainee or Vocational Rehabilitation Counselor classification prior to date of adoption of the revised Senior Vocational Rehabilitation Counselor classification. Pattern 5 expires effective three years after the revised Senior Vocational Rehabilitation Counselor classification is adopted.

Education: A Bachelor's Degree from an accredited college or university with at least 12 semester units in Rehabilitation, Social, or Behavioral Sciences.

and

Experience: Ten years of satisfactory counseling experience with the California Department of Rehabilitation or the Department of Mental Health with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

and

Competency: Satisfactory completion of:

(a) All six of the following Department of Rehabilitation courses and competency evaluations:

Introduction to Rehabilitation Counseling
Case Assessment and Documentation
Plan Development
Diversity
Rehabilitation Technology
Social Security Work Incentives

and

(b) Satisfactory completion of any four of the following Department of Rehabilitation courses and competency evaluations or equivalent coursework, which are approved in advance:

- Informed Choice
- Caseload Management/Client Services Management
- Implementation/Mapping of Rehabilitation Technology
- Interviewing Skills
- Job Placement/Career Development
- Medical Aspects (minimum of eight hours)

ALTERNATE RANGE CRITERIA 432

Established 1/31/02

Experience gained outside of State service may be credited only if the appointing power believes the experience was satisfactory and comparable in type and quality to a Licensing Representative II, Alcoholic Beverage Control, Range A.

Range A. This range shall apply to those incumbents who do not meet the criteria for appointment in Range B.

Range B. This range shall apply to incumbents who have achieved 18 months of satisfactory experience equivalent to the duties of a Licensing Representative II, Alcoholic Beverage Control, Range A.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.674.

ALTERNATE RANGE 433

Established 10/01/02

Range A. This range shall apply to incumbents who manage smaller district offices, less complex and sensitive programs than those at Range B, and do not meet the criteria for payment to Range B.

Range B. This range shall apply to incumbents who are assigned to manage district offices, staff departments, or other organizational units within the State Compensation Insurance Fund that have been determined in allocation standards approved by DPA as being larger and more complex than those to which Range A incumbents are assigned.

When the requirements for the particular criteria are met, the employee shall receive a rate under the provisions of DPA Rule 599.674

ALTERNATE RANGE 434

Established 10/01/02

These criteria will be used to allocate incumbents to Alternate Range A, B, C, or D of the Engineering Geologist classification.

When the requirements for the particular criteria are met for movement to Range B or C and upon recommendation of the appointing power, the employee shall receive a rate in the new range equivalent to that provided for movement to a class with a higher salary range under the provisions of Department of Personnel Administration Rule 599.676. Upon movement from Range C to D, the provisions of Department of Personnel Administration Rule 599.674 shall apply.

Range A. This range shall apply to incumbents who do not meet the criteria for Range B, C, or D.

Range B. This range shall apply to incumbents who have satisfactorily completed either (1) one year in the California state service as an Engineering Geologist, Range A; or (2) two years of professional engineering geological experience including one year of actual detailed field study applicable to the solution of groundwater or civil engineering problems; or (3) possession of a Master's Degree in Geology or Engineering Geology. This is in addition to any degree used to qualify for the Engineering Geologist examination. (Professional experience is defined as experience equivalent to Engineering Geologist, Range A, gained after meeting the minimum qualifications for entry into the Engineering Geologist class.)

Range C. This range shall apply to incumbents who have satisfactorily completed either (1) two years in the California state service as an Engineering Geologist, Range B; or (2) four years of professional engineering geological experience outside of the State service, including two years of actual detailed field study applicable to the solution of groundwater or civil engineering problems. (Professional experience is defined as experience equivalent to Engineering Geologist, Range B, gained after meeting the minimum qualifications for entry into the Engineering Geologist class.)

Range D. This range will apply to incumbents who meet the criteria for Range C and who possess a valid certificate of registration as a professional geologist or geophysicists issued by the California Board of Geologists and Geophysicists.

ALTERNATE RANGE 436

Established 04/01/04, Pay Letters 04-05 and 04-06

Experience or education used to meet the minimum qualifications or alternate range criteria requirements shall not be used for subsequent movement through the Alternate Range Criteria.

Range A. This range shall apply to incumbents who do not meet the Range B or Range C criteria.

Range B. One year of satisfactory experience in the California state service performing duties comparable to Chemist, Range A; or two years of comparable professional chemistry experience outside of the California state service. Possession of a master's degree in

chemistry, biochemistry, toxicology, or a closely related chemistry discipline from a recognized institution will substitute for the required experience.

Range C. Two years of satisfactory experience in the California state service performing duties comparable to a Chemist, Range B; or three years of comparable professional chemistry experience outside of the California state service. Possession of a master's degree in chemistry, biochemistry, toxicology, or a closely related chemistry discipline from a recognized institution may be substituted for one year of experience; or possession of a doctorate in chemistry, biochemistry, toxicology, or a closely related chemistry discipline from a recognized institution may be substituted for two years of the experience.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of Department of Personnel Administration Rule 599.676.

ALTERNATE RANGE CRITERIA 437 – PENDING

ALTERNATE RANGE CRITERIA 438 – PENDING

ALTERNATE RANGE CRITERIA 439 – PENDING

ALTERNATE RANGE CRITERIA 440

Established 10/7/03 – Pay Letters 03-18 and 04-10

GENERAL CRITERIA

Employees in the class of Reentry Program Instructor, California Department of Corrections, shall be appointed to the appropriate salary range based on each employee's time base and the completion of department-approved college level coursework taken after appointment.

INCENTIVE INCREASES

When an employee being paid at Range A under the 12-12 (Regular) Pay Plan, or at Range D under the 11-12 Pay Plan, or at Range G under the 10-12 Pay Plan, or at Range J under the 9-12 Pay Plan, completes at least six units in college level courses approved by his/her department and taken after appointment, the employee shall be entitled to a salary range increase under the provisions of DPA Rule 599.681. Such advances shall be known as "Incentive Increases" and no employee shall be eligible for more than one Incentive Increase in any calendar year. Incentive Increase salary ranges include Ranges B and C (12-12 Pay Plan); Ranges E and F (11-12 Pay Plan); Ranges H and I (10-12 Pay Plan); and Ranges K and L (9-12 Pay Plan.)

12-12 PAY OPTIONS

Range A: This range will apply to full-time employees who do not meet the criteria for appointment to Ranges D, G or J and who have not completed the required number of units for appointment to Ranges B or C.

Range B: This range will apply to full-time employees who do not meet the criteria for appointment to Ranges E, H or K and who have completed six units of department-approved college level coursework taken after appointment.

Range C: This range will apply to full-time employees who do not meet the criteria for appointment to Ranges F, I or L and who have completed six additional units of department-approved college level coursework taken after appointment. (These six units are in addition to the units required to qualify for appointment to Range B.)

11-12 PAY OPTIONS

Range D: This range will apply to incumbents with full-time permanent or probationary status who elect to work 11 months in a 12 month period.

Range E: This range will apply to incumbents with full-time permanent or probationary status who elect to work 11 months in a 12 month period and who have completed six units of department-approved college level coursework taken after appointment.

Range F: This range will apply to incumbents with full-time permanent or probationary status who elect to work 11 months in a 12 month period and who have completed six additional units of department-approved college level coursework taken after appointment. (These six units are in addition to the units required to qualify for appointment to Range E.)

10-12 PAY OPTION

Range G: This range will apply to incumbents with full-time permanent or probationary status who elect to work 10 months in a 12 month period.

Range H: This range will apply to incumbents with full-time permanent or probationary status who elect to work 10 months in a 12 month period and who have completed six units of department-approved college level coursework taken after appointment.

Range I: This range will apply to incumbents with full-time permanent or probationary status who elect to work 10 months in a 12 month period and who have completed six additional units of department-approved college level coursework taken after appointment. (These six units are in addition to the units required to qualify for appointment to Range H.)

9-12 PAY OPTION

Range J: This range will apply to incumbents with full-time permanent or probationary status who elect to work 9 months in a 12 month period.

Range K: This range will apply to incumbents with full-time permanent or probationary status who elect to work 10 months in a 12 month period and who have completed six units of department-approved college level coursework taken after appointment.

Range L: This range will apply to incumbents with full-time permanent or probationary status who elect to work 10 months in a 12 month period and who have completed six additional units of department-approved college level coursework taken after appointment. (These six units are in addition to the units required to qualify for appointment to Range H.)